



The Shambhala Code of Conduct

This Code of Conduct applies to everyone present in any activity associated with Shambhala, in person or online, regardless of where the activity occurs.

THE PRACTICES OF GOOD CONDUCT

1. **Treat all with respect and work for the welfare of all.** Be law-abiding and decent. Be true to your relationships. Avoid harming others.
2. **Practice disciplines that benefit you and others.** Take responsibility for your state of mind.
3. **Be genuine, curious, and truthful.** Listen to others. Do not manipulate or slander others. Communicate your limitations or your willingness to help gently and thoughtfully.
4. **Care for everyone's well-being.** Be kind and generous to all without prejudice. Identify and interrupt aggression or intimidation by others in the environment.
5. **Be particularly caring and respectful in intimate relationships** where vulnerabilities are shared.
6. **Learn from each other.** Support each other with curiosity and friendliness. Work together to mutually maintain a healthy and open community and cultivate good human society.
7. **Give kind and honest feedback.** Be open to receiving feedback from others.
8. **Be true to your inspiration.** Bring your unique perspective and talents to the community and appreciate others'. Enjoy yourself. Don't be afraid to take a risk.
9. **Clean up after yourself.** Take responsibility for your own decisions, communication and actions. Admit your mistakes and learn from them.
10. **Be decent and trustworthy.** Do not waver in meeting your obligations. Take from others only what is freely offered.
11. **Be respectful and accountable** with regard to the use of shared or community resources. Treat Shambhala's resources or wealth with integrity, intelligence, and transparency.
12. **Consume only what you need.** Respect the planet and all of its inhabitants.
13. **Recognize ways that alcohol and drugs can negatively affect our behaviour** and share the responsibility to protect harmony and dignity in the social environment.
14. **Recognize that any position of power or authority is a privilege** and a responsibility to humbly serve the well-being of others.
15. **Honour your vows and your commitments to practice and study with fellow practitioners.** Continue an active ongoing relationship with a meditation instructor or someone who helps you reflect on your path.
16. **Make the teachings and community accessible to all** by identifying and reducing barriers to participation. Support an environment that is free from discrimination of any kind.
17. **Honour the process of learning** about life, respecting teachers of all wisdom traditions and all who seek wisdom.

PROTECTING THE SPACE FOR EVERYONE

Misconduct can seriously damage the quality of community life, have significant impact on ourselves and others, and can even break the law. All Shambhala members, friends, and others who identify as part of the Shambhala community should refrain from misconduct, as described below, at all times. In order to protect the space for everyone, the following behaviours are considered misconduct:

1. Harassment, bullying, verbal abuse, violent or physically aggressive behaviour.
2. Discrimination against an individual or group compared to another on the basis of actual or perceived gender, gender identity or expression, sexual orientation, race, ethnicity, socio-economic status, age, country of origin, nationality, citizenship status, native language, physical appearance, physical, mental or perceptual abilities, religious beliefs, political beliefs, or level of practice (see Diversity, Inclusivity and Anti-discrimination Policy)
3. Sexual abuse and sexual harassment (see Policy to Address Sexual Misconduct)
4. Sexual activity in the context of any activity associated with Shambhala between a person 18 years of age or older and a person under the age of 18 is prohibited regardless of the age of majority or consent locally. Mistaken belief in the age of the child is not a defense (see Child Protection Policy).
5. To compel or manipulate another person to:
 - 5.1 Compromise their legal, ethical or personal boundaries;
 - 5.2 Consent to a sexual relationship that is not freely chosen; or
 - 5.3 Offer gifts or personal favours not of their own free will.
6. To initiate or consent to an intimate relationship with anyone in the context of a meditation instructor-student relationship. (see Policy on Conduct of People Holding Positions of Authority).
7. In the context of a specific program, class or meeting associated with Shambhala, people holding positions of authority to initiate or consent to an intimate relationship with any participant or program staff subject to that authority in that context. This prohibition also applies to Shambhala staff at the location where that program, class or meeting takes place. (see Policy on Conduct of People Holding Positions of Authority).
8. Misappropriation or theft of Shambhala resources or wealth.

Anyone may report any concern or misconduct, and will be supported in doing so. Concerns and complaints are a way to help us fearlessly grow as a community.

If you are unclear about what is good conduct or what is misconduct, please ask for, or download the Shambhala Code of Conduct policies. Details on how to raise a concern can be found on the Code of Conduct Hub at www.code-of-conduct.shambhala.org.

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Approved By: Shambhala Board of Directors.

Scan the QR Code to access the Shambhala Code of Conduct Hub

